

CHAPTER 2-000 DEFINITIONS:

Aid to the Aged Blind and Disabled (AABD) means a program which provides financial and/or medical assistance to persons who are 65 or older or who are younger than 65 and are blind or disabled, as defined by the program.

Account activity summary means a statement sent to an obligee containing a summary of the support account activity.

Acknowledged father means a male who has executed a written acknowledgement of paternity.

Acknowledgement of paternity means a written process by which a man declares that he is the father of a child born to a woman who he is not married.

Administrative enforcement means a process by which Child Support Enforcement, rather than the court, takes enforcement action against a payor. Actions can include tax refund intercept program (TRIP), consumer credit reporting (CCR), income withholding (IW), administrative attachment, and license suspension.

Administrative offset means a program which can intercept certain federal payments for the purpose of collecting past-due support.

Administrative order means a support order established by Child Support Enforcement rather than the court. A judge signs an administrative order before it becomes final.

Affidavit means a written, notarized statement signed under oath or by affirmation.

Age of majority means the age at which a child becomes legally responsible for him or herself. In Nebraska, the age of majority is 19.

Aid To Dependent Children (ADC) means public assistance payments made on behalf of children who are deprived of the financial support of one or both of their parents by reason of death, disability or continued absence from the home. It was known in some states as Aid to Families with Dependent Children (AFDC). The Welfare Reform initiatives of 1996 now refer to the program as Temporary Assistance to Needy Families (TANF).

Alleged father means the man believed to be the biological father of a child, but not yet established as such.

Allocation means a determination of the proper apportionment of support payments to apply to more than one support order.

Appeal means a request for a review of a decision or an action that is in progress or proposed on a child support case.

Applicant means an individual who has applied for, or receives continued child support services under Title IV-D, including individuals who previously received a form of public assistance.

Apportionment means division into shares.

Application means the form by which the individual requests services.

Arrearage means past due child support owed under a court order or an administrative order. If the obligor has arrearages she/he is said to be "in arrears".

Assigned means that a court ordered support payment is transferred to the state rather than being paid to the obligee.

Assignment means the legal transfer of the obligee's right to child support, medical support and/or spousal support to the Nebraska Department of Health and Human Services (DHHS) in exchange for receipt of a cash assistance grant and other benefits.

Assistance (See definition of "Public assistance")

Authorized attorney means an attorney employed by the county subject to the approval of the county board, contracted by Child Support Enforcement or appointed by the court, who is authorized to investigate and prosecute child, spousal and medical support cases.

Banking Services means SDU related deposit and checking services to include daily deposits, payments, reconciliation, stop payment orders and the initiation and receipt of automated clearing house debits and credits.

Bankruptcy means the procedure by which an individual is relieved of debt(s) through an action in federal court.

Bench warrant means a document issued by the court which authorizes law enforcement to arrest an individual for failing to appear as ordered.

Billing statement means a monthly statement sent to an obligor containing support account summary information and remittance coupons.

Biological father means the natural father, but not necessarily the legal father, of a child.

Biological Father Registry means the registry that contains the names and addresses of:

1. Any person adjudicated by a court, to be the father of a child born out of wedlock;
2. Any person who has filed with the registry a notice of intent to claim paternity and to claim custody of such child;
3. Any person adjudicated by a court of another state or territory of the United States to be the father of such child;

Biological mother means the woman who gave birth to the child.

Bond means a sum of money deposited by an obligor to guarantee payment of required support.

Caretaker means a person, other than a parent, who is responsible for a dependent child's welfare and has physical custody of the dependent child.

Case registry means:

1. The Federal Case Registry (FCR) is a national database that acts as a repository for IV-D and non IV-D child support cases. The data is constructed from child support cases and order information, including identifying information for both parents and the dependent child(ren) for whom the order requires a provision of support; or
2. The State Case Registry (SCR) is a state database that contains records regarding services being provided on each IV-D child support case and support orders. This Registry also includes non-IV-D child support cases registered in all legal jurisdictions within the state that were established or modified on or after October 1, 1998.

Central registry means a centralized unit, maintained by every State IV-D agency that is responsible for receiving, distributing, and responding to inquiries on interstate IV-D cases.

Certified copy means a copy of a document or record signed and verified as a true copy by a person who created and/or is the custodian of the document.

Certified Mail means a type of service of process. Certified mail service is made by (1) within 10 days of issuance, sending the summons to the respondent by certified mail with a return receipt requested showing to whom and where delivered and the date of delivery, and (2) filing with the court proof of service with the signed receipt attached.

Child born out of wedlock means a child whose parents were not married to each other at the time of birth. A child is not considered as born out of wedlock if the parents were married at the time of conception, but divorced at the time of birth.

Child support (CS) means the legal obligation of parents to contribute to the economic maintenance, of their children; enforceable in both civil and criminal contexts.

Child Support Enforcement means the administrative division within the Nebraska Department of Health and Human Services that is responsible for the administration of the child support program. It is also called the IV-D agency.

Clerk of the District Court (CDC) means the elected county official with the duty of maintaining all district court-related records.

Code of Federal Regulations (CFR) means the rules established by the federal government which govern the standards and operations of the state's child support activities.

Collection means money received to be applied to a child support obligation, arrears, interest or other ordered judgements.

Conditionally assigned arrearages means those arrearages which do not exceed the cumulative amount of unreimbursed assistance paid to the family as the date the family leaves the assistance rolls and which are owed to the family unless they are collected through federal income tax refunds offset. They are arrearages which were temporarily assigned to the state and became conditionally assigned to the state when the temporary assignment expired. If a conditionally assigned arrearage is collected through a federal income tax refund offset, the collection is retained by the state to reimburse the state and the federal government up to the cumulative amount of unreimbursed assistance paid to the family. Collections of conditionally assigned arrearages by any other enforcement mechanism are paid to the family.

Consumer credit reporting (CCR) means a process by which the child support agency submits child support court orders with a total delinquency in excess of \$500 to consumer credit reporting agencies.

Contempt means a person's willful failure to comply with an order of the court which may result in a fine or imprisonment.

Cooperation means a condition of ADC eligibility whereby the recipient assists the child support agency as requested in identifying and locating the non-custodial parent, establishing paternity, and/or obtaining child support payments.

Cooperative agreement means a contract between the Department and outside entities to provide IV-D services or perform IV-D functions as specified in federal and state statutes or regulations.

County attorney means an attorney who is an elected county official who represents the state, and is authorized to investigate and prosecute child, spousal, and medical support cases.

Court order number means the number assigned by a clerk of the court to a legal document/action filed in the county.

Criminal Non-Support means the willful and unreasonable failure to support one whom the law requires a person to support (i.e. child, medical and spousal support)

Current support means the amount of financial support which is paid in the month it is due.

Custodial party (CP) means the individual or organization who has primary care and control of the dependent child(ren). Custodial party may be a parent, relative or other individual who has the responsibility for the child(ren).

Custody means the legal determination of responsibility for the care and control of a child.

Default means the failure of a defendant to appear or file an answer in response to a summons or complaint in a civil case.

Default judgment/order means a decision made by the court when the defendant fails to respond.

Defendant means a person who must respond to a complaint filed in court.

Delinquent support means support payments that are past due.

Department means the Department of Health and Human Services and if the department designates, includes a county attorney or authorized attorney.

Dependent child means a minor person who is entitled to support from his/her parents or others in place of his/her parents.

Direct income withholding means a procedure, whereby an income withholding order can be sent directly to the non-custodial party's employer in another state, without the need to use the IV-D agency or court system in the non-custodial party's state.

Director means the Director of Health and Human Services or his/her designee.

Disbursement means the paying out of collected support.

Dismissal means an order terminating an action, suit or motion without trial of the issues.

Dismissal with prejudice means a dismissal that does not allow the parties to bring or maintain another action on the same claim.

Dismissal without prejudice means a dismissal that allows the parties to bring or maintain another action on the same claim.

Dissolution of marriage means the termination of a marriage by a decree of a court of competent jurisdiction.

Distribution means the apportionment of child support collected to the various types of debt within a child support case according to the guidelines established by state and federal laws.

Divorce (See definition of "Dissolution of marriage").

Docket means a chronological record of actions taken in a court case and which is maintained by the court.

Due process means providing sufficient notice of legal and/or administrative actions, including notices and hearings to the participants, and advising him/her of their rights, and providing an opportunity to be heard.

Duration of lien means the point at which a support judgment ceases to be a lien on real or registered personal property. In Nebraska the period is ten years from the date the youngest child becomes of age or dies, or the most recent action was issued to collect the judgment, whichever is later.

Electronic funds transfer (EFT) means the process by which money is transmitted electronically from one bank account to another.

Emancipation means the attainment of legal majority, either by reaching age 19 (in Nebraska), by marrying, entering the military before age 19, or by meeting other criteria as determined by the court. Emancipation releases a child from parental control and supervision and also releases a parent from the responsibility to support the child.

Employer list means a document for employers listing obligors on income withholding and their monthly support due. This document is designed to accompany a support payment that will assist in associating the payment to the obligor.

Enforcement means an action taken to obtain payment of a support obligation.

Establishment means the process of obtaining a legal finding of paternity and/or obtaining a court or administrative order to put a support obligation in place.

Execution means the legal process of enforcing a judgement, usually by seizing and selling the property of the obligor.

Execution on Child Support Lien means an action taken to enforce the underlying judgment.

Family Violence Indicator (FVI) means a designation in the Federal Case Registry (FCR) used to prevent disclosure of the location of a custodial party and/or a child believed by the state to be at risk of family violence.

Federal Case Registry (See definition of "Case registry")

Federal Employer Identification Number (FEIN) means the unique nine-digit number assigned to all employers by the Internal Revenue Service (IRS).

Federal Fiscal Year (FFY) means the annual accounting period of the federal government which begins on October 1 and ends on September 30 of the next calendar year. The fiscal year is identified by the calendar year in which it ends and commonly is referred to as "FFY". For example, FFY 2000 began October 1, 1999 and ended on September 30, 2000.

Federal Information Processing Standard (FIPS) means a unique code that identifies the child support jurisdiction such as states, counties, and state central registries.

Federal Parent Locator Service (FPLS) means a computerized national location network operated by the Federal Office of Child Support Enforcement (OCSE), to assist states in locating responsible persons for the purpose of enforcing child support payments and/or medical support. This service is also used for the purposes of establishing custody and visitation rights, investigating parental kidnapping, and processing adoption or foster care cases. The information provided is obtained from various federal agencies.

Final termination of assignment means the ending of an assignment of support so that no additional funds will be transmitted to the Department. A final termination is filed when an ADC or FC case is closed, and no debt is owed to the state.

Foreign support order means support ordered by a court of competent jurisdiction and/or other legal process as established by state law in another state on behalf of a minor child and/or spouse or former spouse.

Foster care (FC) means federal or state programs administered by the Department of Health and Human Services that provide financial support to persons, families, or institutions caring for children in state custody. FC includes subsidized guardianship but does not include subsidized adoption.

Full Faith and Credit means the constitutional requirement that a state must honor an order or judgement entered in another state.

Full service means the entire range of services offered by the IV-D program, including: location; case initiation; paternity establishment; child and medical support establishment; collection and distribution; enforcement; review and adjustment of orders and administrative enforcement options to encourage payment.

Garnishment means a legal proceeding under which part of a person's wages and/or assets is withheld for payment of a debt.

Genetic testing means the analysis of inherited factors to determine biological paternity.

Good cause means a determination that an ADC recipient is excused from cooperating with the child support enforcement process.

Guidelines means a standard method for setting the amount of child support obligations based on the income of the parent(s) and other factors. The Nebraska Supreme Court establishes the guidelines.

Hearing means a proceeding in which a judge or hearing officer listens to testimony and argument and makes a decision based on the information presented and the law as it applies to the fact.

Income withholding means an action resulting in the automatic deduction of a child support obligation(s) from the obligor's income or wages. Income withholding may also be referred to as wage withholding.

Initiating jurisdiction means the court or administrative agency requesting action in an interstate support matter.

Initiating state means the state that first makes a request of another state in an interstate action.

Interception means a method of securing child support by taking non-wage payments made to a non-custodial party. Non-wage payments subject to interception include federal tax refunds, state tax refunds, unemployment benefits, lottery prize winnings, and some government payments.

Interstate case means a case in which the dependent child and non-custodial party live in different states, or where two or more states are involved in some case activity, such as enforcement.

Intrastate action means an action requested from one jurisdiction within the State of Nebraska to a different Nebraska jurisdiction.

IV-A ("Four-A") means Title IV-A of the Federal Social Security Act. It established the Federal-State program known as ADC or TANF.

IV-D ("Four-D") means Title IV-D of the Social Security Act. It established the Federal-State program known as Child Support Enforcement.

IV-D agency means a single and separate organizational unit in a state that has the responsibility for administering the State Plan for child support under Title IV-D of the Social Security Act.

IV-D case means a child support case where at least one of the parties, either the custodial party (CP) or the non-custodial party (NCP), has requested or received IV-D services from the State's IV-D Agency. A IV-D case is composed of a custodial party, non-custodial party, or putative father, and dependent(s).

IV-E ("Four-E") means Title IV-E of the Social Security Act. It established the Federal-State program known as Foster Care.

Judgement means a decree or decision of a court, which may result in an obligation being owed by a party. In Nebraska, all support orders automatically become judgements.

Jurisdiction means the legal authority which a court or administrative agency has over particular persons and over certain types of cases, usually in a defined geographical area.

Last reported arrears means the amount of arrears last reported to the IRS or Nebraska Department of Revenue.

Legal father means a man who is recognized by law as the male parent of a child.

Legal Guardian means an individual appointed by a court of competent jurisdiction to be in charge of the affairs of a person who cannot effectively manage his/her own affairs because of his/her age or incapacity.

License Holder means a person who is currently licensed and/or meets the requirements of a licensing authority to engage in an activity, business or occupation that would be unlawful without the presence of a license.

Lien means a claim upon property to prevent sale or transfer of that property until a debt is satisfied.

Location means the process by which a custodial and/or non-custodial party or alleged father is found for the purpose of establishing paternity, establishing and/or enforcing a child support obligation, establishing custody and visitation rights, processing adoption or foster care cases, and investigating parental kidnapping.

Locate only means a type of request for IV-D services in which the only child support service requested is finding the custodial and/or non-custodial party.

Long arm jurisdiction means the legal provision that permits one state to claim personal jurisdiction over someone who lives in another state. There must be some meaningful connection between the person in the state that is asserting jurisdiction in order for a court or agency to reach beyond its normal jurisdictional border.

Medicaid means a form of public assistance providing medical aid for people who's income falls below a certain level.

Medical Assistance (MA) Only means a form of public assistance administered by a State's IV-A program, which provides benefits to recipients only in the form of medical rather than financial assistance.

Medical reimbursement means a form of medical support in which an administrative order or court order exists requiring payment of past medical expenditures which may include birth related medical expenses.

Medical support (MS) means:

1. Health insurance which includes fees for services, medical and hospital insurance, membership in health maintenance organizations (HMO's), and Preferred Provider Organizations (PPO's); and/or
2. Specific dollar amounts designated in the court order for medical purposes, including medical expenses related to the birth of a child.

Military allotment means a voluntary or involuntary wage withholding actions against active duty military pay.

Minor means an individual age 18 or younger who has not been legally emancipated.

Modification means a court ordered change to an existing support order.

Nebraska Child Support Payment Center means the single centralized collection site in Nebraska where support payments are received, receipted, and disbursed.

Net income means the amount of income subject to withholding after deduction of exemptions that are allowable in accordance with the Nebraska Child Support Guidelines, and have been subtracted from the gross or total income.

Never-assigned arrearage means all arrearages in never assistance cases, and in former assistance cases, means those arrearages that accrue after the family's most recent period of assistance ends.

Non-cooperation means the failure of a public assistance recipient to meet the cooperation requirements.

Non-custodial Party means the parent who does not have primary care, custody, or control of the child.

Non-IV-D means neither the custodial or non-custodial party has requested child support services.

Non-monetary transactions means adjustment to amounts owed or due that does not involve currency, such as court waived arrearages, or a signed receipt of payment from the obligee.

Non-public assistance (NPA) means the type of IV-D case in which the recipient of IV-D services does not receive ADC, foster care, or Medicaid.

Obligation means the amount of money to be paid as support by a non-custodial parent. An obligation can take the form of financial support for the child, medical support, or spousal support. It is a recurring, ongoing obligation, not a onetime debt.

Obligee means the party to whom support is owed.

Obligor means the party owing a duty of support.

Office of Child Support Enforcement (OCSE) means the federal agency responsible for the administration of the child support program, as created by Title IV-D of the Social Security Act in 1975

Offset means the amount of money intercepted from a parent's state or federal income tax refund, or from an administrative payment such as federal retirement benefits, in order to satisfy a child support debt.

Order means a legal directive from a judge or properly empowered administrative officer.

Order date means the date a court order becomes official; usually the date that the order is file-stamped by the clerk's office.

Original submittal means the original arrears amount submitted to the Tax Refund Intercept program (TRIP). The arrears can be a state debt, payee debt or a combination of the two.

Partial termination of assignment means current support collections, future arrears, and potentially a portion of past arrears collections will go to the former ADC (TANF) recipient, while arrearage collections (overdue support) still go to the state to reimburse a debt owed to the state.

Paternity establishment means the legal process to determine the parentage of a child born out of wedlock.

Payee means the person or organization in whose name support money is paid.

Payment plan means a written agreement, entered in to by the county/authorized attorney or the Department and an obligor, by which the parties agree to terms to address the payment of past-due support.

Payment record means the official record of payments made on a support order.

Payor means the person ordered to pay support. For purposes of administrative attachment, payor includes a person, partnership, limited partnership, limited liability partnership, limited liability company, corporation, or other entity doing business or authorized to do business in the State of Nebraska, including a financial institution, or a department or an agency of state, county, or city government.

Permanently assigned arrearages means those arrearages which do not exceed the cumulative amount of unreimbursed assistance paid to the family as of the date the family leaves the assistance rolls:

1. Which are or were assigned under an assignment of support rights in effect on September 30, 1997; and
2. Which accrued under an assignment entered into on or after October 1, 1997, while a family is receiving assistance.

Personal Property means any thing subject to ownership that does not involve land or an interest in land.

Petition means a formal written request filed with a court for a certain action to be taken.

Petitioner means the person seeking an order judgement or decree.

Plaintiff means the person seeking an order, judgement or decree.

Pre-Offset means the time period between the submission of a court ordered arrears qualified for the Tax Refund Intercept program and the time the tax refund is actually intercepted.

Presumption means an assumption of fact resulting from a rule of law, which requires that the fact be assumed unless established otherwise.

Presumption of Paternity means a rule of law in which evidence of a man's paternity (e.g. voluntary acknowledgement, genetic test results) creates a presumption that the man is the father of a child.

Pro Rata Basis means a federally mandated requirement to divide, share or distribute support collections proportionately among all appropriate orders.

Procedure means the action necessary to implement child support regulations.

Process means a systematic series of actions to achieve a specific purpose. Location, establishment of paternity, mandatory income withholding are all considered child support processes.

Public assistance means benefits granted from state or federal programs to aid eligible recipients.

Putative father (See definition of "alleged father")

Real property means land, and all buildings, fixtures, and improvements affixed to land.

Rebuttable Presumption means a presumption that can be overturned if sufficient proof is presented.

Recipient means an individual or an organization that is receiving or has received public assistance and/or child support services.

Record means the collection of all the information that is known about an individual.

Registration means a legal procedure which extends the jurisdiction in one state to the jurisdiction of another state. For child support purposes, this is referred to as the registration of a foreign judgement.

Reimbursement means the repayment of support accrued or money distributed incorrectly.

Relevant licensing authority means a board, bureau, commission, committee, department, political subdivision, or other public or private entity that is authorized under the laws of the State of Nebraska to grant, issue, or renew a professional, occupational, or recreational licenses.

Release of lien means the removal of a claim against property which claim had been placed as security against the payment of a support debt.

Remittance coupon means a document designed to accompany a support payment that will assist in associating the payment to the obligor.

Reopened case means a case reopened for ADC and/or medical assistance within two years of the last case closing date.

Request date means the date the applicant request services.

Respondent means the person who must respond to a petition filed in court.

Responding jurisdiction means the court or administrative agency with jurisdiction over a non-custodial parent or child support order on which an initiating state has requested action.

Responding state means a jurisdiction in which a proceeding is filed or to which a proceeding is forwarded for filing from an initiating jurisdiction under the Uniform Interstate Family Support Act (UIFSA) or a law or procedure substantially similar to that Act.

Retroactive payment means a support payment made for a previous month.

Review and modification means a process in which the IV-D agency:

1. Obtains current financial information from both parties in a support case;
2. Evaluates the information to decide if a support order needs to be adjusted; and
3. If appropriate, takes steps to increase or decrease support or to add medical coverage.

Sanction means a penalty imposed against a recipient of public assistance for failure to cooperate with the IV-D agency.

Satisfaction means the payment or discharge of an obligation.

Service of process means the act of delivering a writ or summons to a party for the purpose of obtaining jurisdiction over that party

Spousal support means a legally enforceable obligation assessed against an individual for the support of a spouse or former spouse who is living with the child for whom the individual also owes support.

State means any state of the United States, and any commonwealth, territory, or possession of the United States or the District of Columbia.

State debt means the amount of money owed to the state at the time of partial termination of an assignment of rights.

State Disbursement Unit (SDU) means a single entity in each state where support payments are received, receipted, distributed and disbursed. The SDU may be an agency of state government or a vendor under contract with the State's IV-D agency.

State Parent Locator Services (SPLS) means the service operated by Child Support Enforcement to locate responsible persons in order to establish paternity and enforce support obligations or for making or enforcing of visitation and custody orders. This service may also be used in parental kidnapping cases.

State Ward Fund means the account as described in Neb. Rev. Statute §43-907.

Statute means a law passed by a legislative body.

Statute of limitations means a law which prescribes the time period within which certain described causes of action may be filed.

Subpoena means a writ or order commanding an individual's appearance at a particular place and time to give testimony.

Summons means an instrument used to initiate a civil action or special proceeding and is a means of acquiring jurisdiction over a party.

Support means a monetary payment used to provide necessary shelter, food, clothing, care, medical coverage, medical attention, education expenses, funeral expenses, or any other reasonable and necessary expenses. Support can also include interest as provided by law.

Support order means an order, decree, or judgement for child, spousal, or medical support or for payment of any arrearage of support issued by a court or agency of competent jurisdiction.

Targeted payment means the allocation of a payment determined by a court order or administrative decision.

Tax offset (See definition of "Offset").

Tax year means the calendar year in which the payor was submitted for the tax refund intercept program.

Temporarily assigned arrearages means those arrearages which do not exceed the cumulative amount of unreimbursed assistance paid to the family as of the date the family leaves the assistance rolls, which accrued prior to the family receiving assistance and which were assigned to the state after September 30, 1997. These arrearages are not permanently assigned and the temporary assignment will expire when the family leaves the assistance program or on October 1, 2000, whichever date is later.

Temporary support order means a support order intended to be for an interim period of time prior to the establishment of a final order.

Termination of parental rights means breaking the legal tie between a parent and child which ends a parent's rights and responsibilities regarding the child. When parental rights are terminated, the parent is no longer obligated for the on going support of the child.

Third Party Liability Unit (TPLU) means the subdivision of NDHHS which administers the program that pays the difference between the amount of the medical bill and the amount the insurance company has paid. A case is referred to the TPLU only when a public assistance recipient has medical insurance in addition to coverage provided by the public assistance program.

Timely notice means a notice of case action, dated and mailed in compliance with the time frames specified by the applicable statute, regulation, or court rule.

Title XIX means the section of the Social Security law which authorizes and regulates the Medicaid program.

Unassigned during assistance arrearages means all previously assigned arrearages which exceed the cumulative amount of unreimbursed assistance when the family leaves the assistance program and which accrued during the receipt of assistance.

Unassigned pre-assistance arrearage means all previously assigned arrearages which exceed the cumulative amount of unreimbursed assistance when the family leaves the assistance program and which accrued prior to the receipt of assistance.

Unemployment insurance benefits (UIB) means temporary benefits given to a person who has lost his or her employment. The Department of Labor administers UIB.

Uniform Interstate Family Support Act (UIFSA) means the federally required state laws which provide mechanisms for establishing and enforcing child support.

Uniform Reciprocal Enforcement of Support Act (URESA) means the previous federally required state laws which provided the mechanism for establishing, enforcing and modifying support obligations in interstate cases. Enacted in 1950, they have been replaced by UIFSA, although some provisions remain in effect in some states.

Unreimbursed assistance (URA) means the cumulative amount of ADC benefits or foster care payments made by the State since February 1976, minus any support collections received and retained by the Department.

Wage Withholding (See definition of "Income withholding")

Willful failure means the knowing and intentional violation of a legal duty.

Worker's compensation means a benefit issued for work related injuries to an eligible employee.